

Differential Pay Gooding's Ideas August 2013

Areas	Knowledge	Skills	Dispositions	Effectiveness
Output Indicators	Targeted PD (skill blocks) Related PD TIP Portfolio Professional readings or affiliation	Leadership role Mentorships Extra Responsibilities Model teaching/demo classroom	PLC work Team/dept work Committee work Advisorships Extra responsibilities Compliance pieces	Student achievement on EOC, SBAC, IRI, SAT Student growth (value added growth) on above Building Star Rating % of Dual credit/AP success
Basis of Measure	Individual	Individual	Individual	Individual or group
Activities/ Strategy	Lesson plans, curriculum maps Benchmark assessments EOCS	Special Forces Leadership roles Video your classroom and sharing with staff best practices Instructional rounds Peer coaching	Attendance at PLC meetings Products Chair duties Advisors Submission of building paperwork	To be determined by building principal/teachers aligned with District goals and approved by Board
Shares/Pts	<p>Points for different items currently being determined by principals and teachers. Scale to be determined and instructional staff will fall into one of three categories:</p> <p>Developing/Novice Teacher - .50 of a share Professional Teacher – 1 share Master Teacher – 1.5 shares</p> <p>**Administration will receive the mean amount earned by those they directly supervise.</p>			

Resources or district plans reviewed and used in our draft:

Denver
Flagstaff
Houston
Douglas County Colorado

This plan is a two-tier plan: Teachers will need to address both District and building goals

Teachers and School Board have discussed moving towards a “commissioned” salary in the future, in addition to a base pay schedule.

Base pay would be on the same type of grid we currently have, with fewer steps and lanes (Education and Experience)

Years Exp	Bachelors	Bachelors + 24	Master's	Master's +24	Ed.D/Ph.D/Ed. Spec. or Master's + 60
1-2	35,000	37,500	40,000	42,500	45,000
3-6	37,500	40,000	42,500	45,000	47,500
7-13	40,000	42,500	45,000	47,500	49,000
14-20	42,500	45,000	47,500	49,000	51,500
20 +	45,000	47,500	49,000	51,500	53,000

“Commissioned” – bonuses paid out yearly based on performance.

Questions:

- Do we give a percent of your salary/base for completion of said items?
(Denver model)
- Do we create a point system and levels for bonuses? Should this be thought of as shares? Level one-two-three with point value for each level and a given amount of pay. (Flagstaff and Houston plans)
- Do we just set a given bonus for completed parts? (presently our Special Forces teams and Douglas Co. Colorado plan)